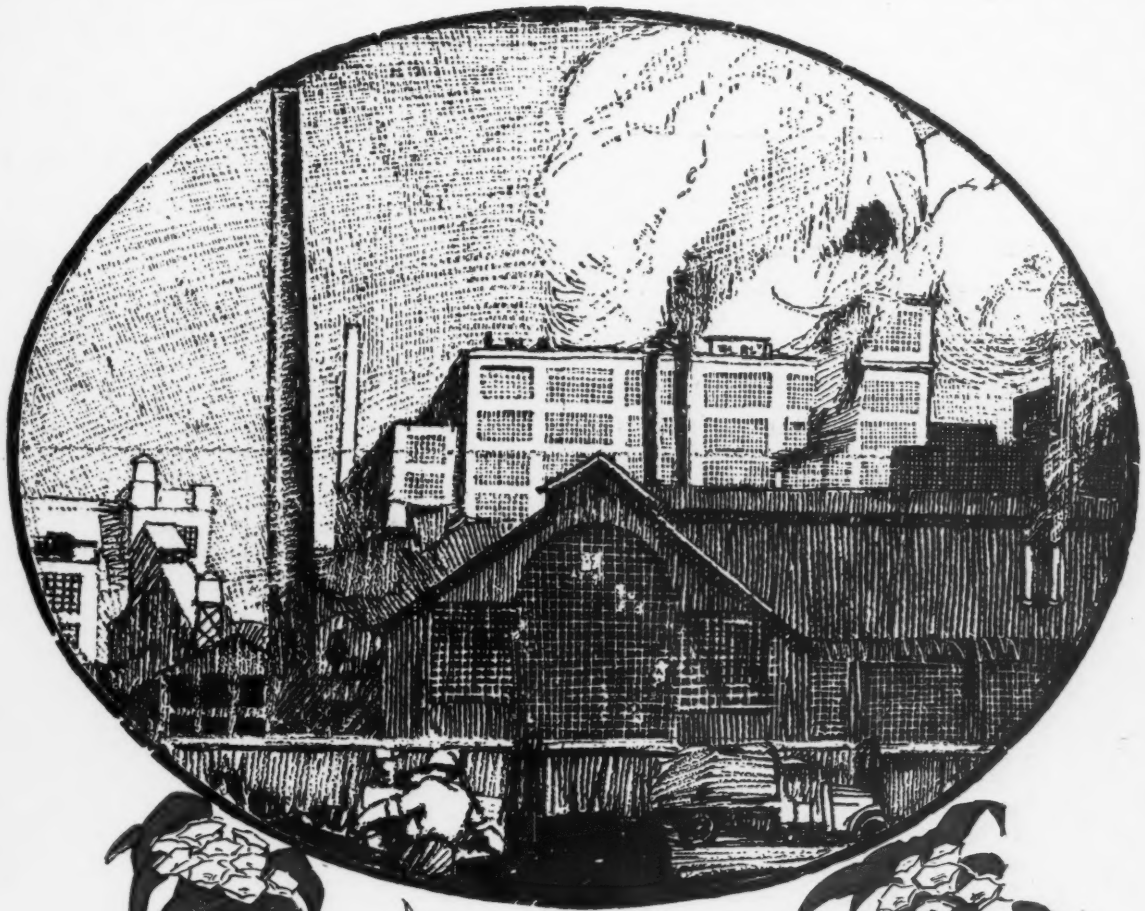


JUNE



CONNECTICUT INDUSTRY

PUBLISHED BY

The Manufacturers Association of Connecticut, Inc.

1926

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CONNECTICUT INDUSTRY

published by
The Manufacturers Association of Connecticut, Inc.

Phones 2-1157, 2-1158
EXECUTIVE OFFICES, 50 LEWIS ST., HARTFORD.
ANNA B. SANDS, EDITOR

VOL. IV

JUNE, 1926

No. 6

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ON READING NEWSPAPERS

Irvin Cobb amused the world, or at least that part of it whose innards misbehaved, with his book "Speaking of Operations" but he gave no solace to those who were or who have since been afflicted with such a commonplace annoyance as pneumonia. And yet there is compensation for the victim and it comes during the period of convalescence.

Many men in health are so completely wrapped up in their affairs that they give comparatively little thought to that which is going on about them. In their haste they glance at the news of the day. They read only headlines. To them a newspaper is composed of a front page, two or three columns of financial news, a sports page and from ten to forty pages of waste paper basket material or train litter.

However, with convalescence from illness or similar leisure comes a somewhat delayed realization that the daily newspaper is a storehouse of information, well considered thought and amusement. It is not a waste of time to follow the fortunes of Andrew Gump, Ella Cinders, Mutt and Jeff, Jiggs, or others of those cartoon characters who seek to show the serious as well as the brighter side of life. The political cartoons bear out the Chinese maxim that "one picture is worth a thousand words." The radio pages, the sports pages, the feminine page and those dealing with items of lesser news value, must be read by those who call themselves well informed.

The columnists are given important space in the average good newspaper because their thoughts are based upon experience and intimate knowledge of the subject upon which they write. Our complicated life of today cannot successfully be led unless we are aided in our thinking. The editorial writers and the columnists supply the deficiencies of our own minds. Most of us do not think. We only think that we think. We read another man's thoughts, forget the source, rearrange the material in our own minds and go forth expressing his thoughts as our own. The progress of the world would be affected if the editorial columns could be moved to the front page with proper headlines. The world would be better if we realized the value derived from following newspaper features and if we appreciated the time, energy and money expended by such organizations as the Associated Press, the United Press, the International News Service and other services of like standing and the papers which support them.

Edmund Levens

NEW ENGLAND SUPREMACY

BY CHAMPE S. ANDREWS, Director of Sales
National Folding Box Company, New Haven.

An address broadcasted from Station WTIC, Hartford, on Wednesday, June second.

IN the United States it is our custom to speak of that particular portion of the Union wherein we reside in terms of affectionate extravagance. Our little corner of the country is "God's Country." It is always richer and more beautiful and more desirable, both as a home and workshop, than any other part of the United States. The Pacific Coast, the South, Florida, the Middle West, the Rocky Mountain States, the Corn Fed Belt, the Great Lakes District, each, in turn, claims to be the finest part of the United States.

Sometime ago, I resolved to weigh these conflicting claims and endeavor to determine, without prejudice, what is the best part of this great country in which I live. I have been in every state of the Union and to most of them more than once. I have lived in two different sections, widely separated geographically. I have heard all the siren songs of the great American boosters, from the Atlantic to the Pacific. Strange to say, my choice fell upon a section of the country that has very little to say about its own advantages as a place in which to live. There is no organized propaganda being carried on in its behalf. It does not try to lure the stranger with vivid tales of opportunity. It seems to have a word of praise for every other section, but never a verse does it sing in self-praise. Perhaps it may not be amiss, therefore, for one who is a New Englander *by choice*, and not by

birth, to record the reasons why New England makes such an appeal to the man who is trying to find the best place he can in which to live and rear his family.

Climate First

FIRST and foremost, I should say that the climate in New England is its greatest asset. Scientists tell us that for general health and work, the best climate is one where the winter temperature does not average much below 38° and the summer temperature does not average much above 64°. In other words, the average temperature for the year should be about 51°. In addition, the ideal climate should have a relative humidity of about 70% much of the time, and the best climate for work and health must be one where frequent storms produce variable changes in the temperature from day to day.

Where, then, is this much desired climate? Unfortunately, comparatively speaking, only a small part of the world can enjoy it.

To be exact, only about 4% of the total land surface of the world lies in the magical climatic belt. Of this 4% only 2% lies in America. The 2% in Europe holds 17% of the world's population, and the 2% in the United States contains about 5% of the world's population. Yet this total of 4% holds 70% of the world's civilization and power. If we map out this belt we find that we have also a map of the world's human energy and capital; of the



CHAMPE S. ANDREWS

world's healthiest area; of the world's greatest educational resources, and of the world's distribution of genius.

Where is this wonderful belt of climate? Connecticut is in its very center and nearly all of New England lies within it. To those who wish more details on the subject I would suggest that they could, with profit, read an exhaustive treatise written by Professor Ellsworth Huntington, Research Associate in Geography, Yale University. The title of the book is "Civilization and Climate."

Roads — Not Promises

GOOD roads have always been a great factor in civilization. The Romans realized this when they built their great roads that have endured, in part, to this day. To those who have lived in communities where good roads are always *to be built in the future*, it is a great delight to live in a community where good roads have already been built in every direction. None need live in the mud in New England. A Ford car gives more joy on New England roads than a Rolls-Royce on mud flats and rocky hill-sides.

Education and Traditions

PERHAPS it is true that a talented boy at a poor college will do better than a mediocre boy at the best college. Yet education has its traditions and these traditions in America are nowhere as deeply rooted as in New England. My sympathy always goes out to the mother and father who, from a fine sense of duty, send their boys and girls to colleges a thousand miles away from home. To them, I say, why not come to New England to reside so that your children may be near you at the time in their lives when they are fitting themselves for their future careers?

Industrial New England

IF New England is fortunate in her cultural and aesthetic values, she is none the less fortunate in the opportunities offered to those whose endeavors lie in the sphere of industry, including economics, manufacturing and commerce.

Sometimes it is said that labor costs are high in New England, due to a higher wage scale and shorter hours. For argument's sake, let us grant the accuracy of the statement. Fortunate is the country with a high wage scale and one of the secrets of the success of New England is to be found in her admittedly high scale. Edward A. Filene, of Boston, in his recent book "The Way Out", says "It is not

simply a question of how much wages we pay, but of how much the wages will buy." In another place he says, "Necessity is going to force us into a more scientific organization of business and industry that will mean shorter hours, higher wages, and lower prices, and give us bigger total profits than we have ever known."

Within a radius of 600 miles from Boston 55 millions of people make their homes. They are, by far, the richest half of our population in respect to their earning power, as well as their accumulated wealth. Because their wages are the highest paid in this country, their standards of living and their purchasing power are correspondingly high. They are, for that reason, able to buy the goods we make in New England, provided we take the trouble to display them attractively and sell them scientifically.

The April number of the Atlantic Monthly contains an article entitled the "Dilemma of Thrift" by William T. Foster and Waddill Catchings. I recommend it as a cogent discussion of the fact that high wages work a corresponding increase in the purchasing power of those to whom they are paid and that business ceases to expand when wages are reduced. Those who question this theory may be interested in contesting for a \$5,000 prize offered for the best answer to the arguments set forth in the article mentioned.

When recently a delegation of Englishmen visited the United States, nothing so impressed them as the high purchasing power of the American working man, due to the high wage scale. The English newspapers have been filled with discussions emphasizing the contrast between conditions in England and America on this point.

In addition to the wealth of our people in New England, the density of our population is a great economic asset. In that 600-mile radius of Boston, where half of the people of our country live, the New England manufacturer can sell and distribute at a lower cost than his competitor in any other section.

I hear it said that the remoteness of our textile mills from the cotton fields of the South is a great handicap to the textile manufacturers in New England. This statement, however, does not bear analysis. On the average, one pound of cotton is converted into five pounds of cloth. Supposing for the sake of argument that freight on the raw cotton makes our cotton cost a cent a pound more than it costs the Southern cotton mill man, which it does not, this means an increase of only 1/5 of

a cent in the cost of a yard of New England made cloth. This small extra cost is more than compensated for in the decreased cost of selling and distributing the cloth in that six hundred mile radius from Boston where half of the consumers live who are best able to pay for it.

It cannot be denied that this is an industrial age nor that machinery is the chief cause of industrial supremacy. Our wealth, our commerce, our power, at last is built on *productive machinery*. On this point New England again scores heavily. New England's long commercial supremacy has been built on the superior ability of her inventors, designers and builders of machinery. More patents are granted to applicants from the State of Connecticut, for example, than to applicants from any other state and much of what other parts have accomplished is due to the power of the machinery which they have bought from the machinery makers of New England.

Research

NEW ENGLAND'S future, in an age of automatic machinery, is primarily dependent upon her ability to perfect processes through the application of the *results of research*. And again New England is fortunate in a serious realization of this fact and in the facilities at her disposal for scientific research. As proof of this statement, I cite the cooperation between the Industrial Research Bureau of the Manufacturers Association of Connecticut and members of the staff of Yale University, experts in their several lines. By this fine spirit of mutual helpfulness New England manufacturers, in their research investigations, have at their disposal the extensive laboratories, libraries and skilled personnel of Yale University.

Constructive Competition

ANOTHER asset of New England, from an industrial point of view, is the effort constantly made by men in the same line of business to work with their competitors in a constructive, rather than in a destructive way. This is, in turn, supplemented by a realization on the part of New England business men, generally, that anything to the commercial advantage of one is to the commercial advantage of the entire section. To business men from other sections of the country where jealousy and ill-will toward their neighbors in business too often prevails, the New England spirit of mutual helpfulness and good-will looms large as an economic asset.

Responsibility of Public Office Holders

ON the whole too, I believe it is fair to say that the average public servant in New England, beginning with the United States Senate, and extending to minor public officials, is more efficient, more conscientious and more in step with modern ideas of economics and production than is the case in any other part of the United States. This is a political asset of first value, to be sure, but it is also of very great importance to the constructive business man operating in New England.

New England Agriculture

AS for the New England farmer, he too is staging a formidable return to power and prestige. The so-called farms of "inexhaustible fertility" in distant sections, have proven to be anything but inexhaustible. The natural fertility of these boasted farm lands have been robbed of their power by wasteful methods of farming. The inflated values of these same lands are now so high that they will not pay a fair return on the investment. The Government figures, recently issued, show the number of farms to be decreasing in those sections once loudest in their claim of agricultural supremacy. On the other hand, the Government figures show a decided increase in the number of farms in New England. Maine and Aroostook County especially is one of the great potato raising sections of the country. The New England farmer is now realizing that he too can market his product much more cheaply in that 600-mile radius from Boston, than can farmers outside this zone.

Capital on Which to Operate

THERE is another reason why New England grows great in industry. Modern industry requires a great capital investment. Our industrial units grow larger and larger with corresponding increases in invested capital. From 1920 to 1925 the Census Bureau shows a marvelous increase in the wealth of every New England state and the record of our savings banks and insurance companies confirm this point. In proportion to its population, New England buys more industrial bonds than the people of any other section. New England is the banker for America. New England always has a little money left in the stocking to back a new idea or to still further increase the field of usefulness of an old one. Money makes the mare go in modern business, and New England men and women know best how to drive that old mare.

An Englishman's Tribute

MR. STRACHEY, formerly the Editor-in-Chief and now a sort of contributing editor of the London Spectator, wrote, after a recent visit to America:

"What is it that makes America the most vital, the most intrepid, and so the most successful country in the world? The answer can be given in five words — the optimism of her inhabitants. Here is the secret of her success. All Americans are at heart optimists. They believe that come what may, they are certain to win. Even when they seem depressed and anxious, they keep alive, though strictly hidden away, the sacred flame. Their belief cannot be shaken that in the end all will be well. They will not hear of over-leaping, or over-expanding, or over-trading. They see before them a perpetually rising market. Though when over-tired by exertion they may have some temporary sick fancies, they feel that these are but shadows. Amelioration, betterment, and development are, to them, the only realities of life.

"How can a people genuinely possessed of this belief fail? They have an unlimited and inexhaustible credit at the Bank of Endeavor. After all, what is that precious thing, credit but a belief — a belief that you will pay your way, win and make good, and that nothing can permanently arrest your forward movement?

"Here let me warn anyone who needs the warning that it is the vilest of vulgar errors to think that nations grow strong and rich and prosperous because of their material endowments, their fine climate, their rich and virgin soil, their mines, their forests and their rivers. These are but rich frames. It is, as I have said before but cannot say too often, only the energy, morale, and indwelling spirit of enterprise that gives a people the prerogative of greatness. It was the optimist spirit of the pioneers that crowned America as Regina Terrarum — the Queen of the Terrestrial Globe."

No better picture could be drawn of that serene confidence that New England holds for her own future.

The Spirit of New England

A SECOND quotation is from the pen of MacCauley. In speaking of the greatness of Ancient Greece, he wrote —

"All the triumphs of truth and genius over prejudice and power, in every country and in every age, have been the triumphs of Athens. Wherever a few great minds have made a stand against violence and fraud in the cause of lib-

erty and reason, there has been her spirit in the midst of them — inspiring, encouraging, consoling. * * * Who shall say how many thousands have been made wise, happier, and better by those pursuits in which she has taught mankind to engage? To how many the studies which took their rise from her have been wealth in poverty, liberty in bondage, health in sickness, society in solitude? * * * Her intellectual empire is imperishable. * * * Her influence and her glory will still survive — fresh in eternal youth, exempt from mutability and decay, immortal as the intellectual principle from which they derived their origin and over which they exercise their control."

We might substitute "New England" for "Athens" and for "Greece," and MacCauley's statement would still be true.

MacCauley did not undertake to estimate Greece by her size, by her location or by her national achievements at the time when he wrote his magnificent tribute; nor should New England — or indeed any other area of the earth's surface — be so weighed and measured.

New England is not so many square miles of land and water; it is an *aggregation of ideas*. Wherever is found today the manliness and the womanliness which landed some 300 years ago on the icy shore of Plymouth, or which a century and a half later resisted British tyranny, there will be found that New England of the intellect and of the heart which knows no "Hudson River" in its boundary, but which will continue to do its part in bringing about human progress wherever there is need either for inspiration, for encouragement or for consolation.

As a New Englander by adoption, I am glad to testify to her greatness; and if some mighty voice were to summon all representatives of New England to stand and be counted, there would arise a mighty multitude, not alone in the "six commonwealths east of the Hudson River" but wherever the American flag waves — New England's influence is as wide as the continent, and as permanent as the colors in our red, white and blue.

INDUSTRIAL CONFERENCE

The Second Annual Industrial Conference of Connecticut will be held at Camp Hazen June 26-27. All members are urged to attend and a complete program will be sent on request.

OCCUPATIONAL DISEASE AND THE WORKMAN'S COMPENSATION ACT OF CONNECTICUT

By HOWELL CHENEY, Cheney Brothers

A Study of the Development of the Compensation Laws of Connecticut, with Particular Reference to the Important Question of Occupational Disease.

PART III

THE DOCTRINE OF WEAKENED RESISTANCE

DURING the January term of 1925 the case of Kovaliski vs. The Collins Company, and in May, 1925, the case of De la Pena vs. The Jackson Stone Company, came before the Supreme Court. Taken together they have completed the doctrine of "weakened resistance", which has brought the act under the most searching criticism it has had, and which extends its possibilities so indefinitely as to seriously alarm the employing public and to result in very definite restrictions on employment to defective workers.

The first was the well-known "grinders' consumption" case, where a claimant was found to be incapacitated by tuberculosis after having worked at wet grinding in the defendant's plant for several years. The commissioner found that the inhalation of minute particles of sand and stone and their subsequent lodgement in the lung tissue had produced a personal injury consisting of pneumoconiosis which is a fibrosis of the lung tissue and a non-communicable disease peculiar to the occupation of grinding. He further found that the pneumoconiosis developed a tubercle infection known as grinders' consumption, and that this latter is not communicable or contagious in the sense referred to "in common speech and understanding."

The Supreme Court on appeal held that "the character of the plaintiff's work (as a grinder) injured him by producing a condition of the lungs which offered weakened resistance to . . . infection from the tubercle bacilli. His injury . . . was the condition of weakened resistance to infection whether that condition has a distinctive name (as pneumoconiosis) or not, and when that condition of weakened resistance yields to infection and

makes the workman unfit to work the injury has become a compensable injury. It would be far afield to say that his condition of weakened resistance to infection caused by his occupation did not become an injury until infection occurred. The injury occurred when the condition of weakened resistance arose, whether in 1913 or later."

MR. Cheney's article, which has aroused so much interest and comment, is concluded in this number.

Prepared for the Association's Compensation Committee, of which he is a member, the article has met a widespread need for information on compensation questions and is in itself a masterly presentation of the subject.

In answering the defendant's argument that the contagious and communicable nature of the disease barred a recovery under Section 5388, the Court disregarded the commissioner's distinction between contagion in the technical sense and contagion in the popular sense, and based its opinion largely on weakened resistance. "The injury which developed into grinders' consumption was a weakened resistance to infection called pneumoconiosis. This was an injury not contagious or communicable, and hence Section 11 does not bar a recovery, when it becomes a compensable injury, by infection causing incapacity. . . . The consequent effects of the weakened resistance to infection in this case, to wit, the infection producing grinders' consumption, is not the injury compensated for, it is the weakened resistance to infection which is the injury compensated for; the consequences of that condition when infection occurs is deemed a part of the weakened resistance to infection. This weakened resistance to infection, before the infection by the tubercle bacilli took place, was not a contagious or communicable disease or condition."

De la Pena vs. Jackson Stone Company was a pneumonia case. The decedent's employment as a marble setter compelled him to labor in cold damp buildings and the consequent exposure, coupled with a ride to work in an open truck on a rainy day brought on an attack of influenza which later developed into fatal pneu-

monia. The defendant sought to bar recovery on the ground that the facts did not show a personal injury within the act. The opinion stressed the change in scope introduced by the amendments of 1919 and 1921, and affirmed the Dupré ruling on "injury" as including not only occupational diseases but all diseases arising out of and in the course of employment. It is further stated that the definition of injury in Section 5388 was not necessary to bring occupational diseases under the act, but that its only effect was to exclude occupational diseases of a mental, communicable or contagious nature. Applying this reasoning to the case at bar they said that influenza is a recognized disease and is compensable when it induces incapacity for the statutory period. It is communicable but it is not a disease peculiar to the decedent's occupation and hence did not fall within the exception noted above. The pneumonia which developed from the influenza is compensable, since it is not a disease peculiar to the decedent's employment, and further it would be compensable as a part of the injury through having developed from the influenza.

After qualifying to some extent the compensability of weakened resistance as laid down in the Kovaliski case, the Court laid down the broadest definition of injury thus far reached, which is given elsewhere in this article.

In the Kovaliski case the Supreme Court had an unquestioned and clear case of injury to the lungs of the deceased from the dust of the grinding operations, called "pneumoconiosis." This is a condition that can be clearly established by an X-ray photograph, and can be absolutely differentiated from that of a tubercular lung not effected by pneumoconiosis. Had it been decided that the injury in this case arose out of the pneumoconiosis and that what followed was the natural consequence of that injury, compensation would have followed without the intervention of the doctrine of weakened resistance. It might have been argued that whether the pneumoconiosis finally expressed itself in pneumonia or influenza or tuberculosis, the injury to the lungs was definite and positive, and clearly traceable to the employment. When, however, the doctrine of weakened resistance was brought in (and further emphasized in the case of *De la Pena vs. Jackson Stone Company*)-it introduced a course of reasoning which would seem to make it very difficult as a practical matter to stop at any condition of "weakened resistance." In fact, why stop at old age itself? The longer we labor, the more is our resistance to disability and disease weakened. If it is the weakened

resistance which constitutes the injury, is there any definable degree of "weakened resistance" which differentiates a potentially compensable case from one not entitled to compensation?

In the case of grinders' consumption, the Court was doubtless trying to prevent the fact of death having immediately resulted from a communicable disease, tuberculosis, being a bar to compensation. It was further, perhaps under the necessity of legal logic, required to show that the injury arose out of the employment without any break in the chain of cause and effect. It avoided the exclusion of the tuberculosis and secured the unbroken chain of events by setting up a continuing condition of "weakened resistance" as the operative cause. But why not have gone directly to pneumoconiosis as the operative cause? This was not only a continuous cause, but it had the great merit of being the *real* cause, without which the weakened resistance argument would have fallen.

Apparently no different cause was advanced by predicated an intermediate condition weakened resistance which would not have been accomplished by tracing the results directly to the particles of stone and steel which were lodged in the employee's lungs by the processes of grinding axes.

In the *De la Pena* case of death from pneumonia following influenza, which was traced to severe exposure incurred during the employment, the Court was faced with a similar situation. Here also it was entirely reasonable to suppose that death resulted from the original exposure. But influenza is a communicable disease, so also in some cases is pneumonia, and neither influenza nor pneumonia were necessarily peculiar to the occupation. Apparently again the Court was tempted to use the hypothesis of "weakened resistance" to connect the original exposure with the final death and so to avoid the question of the fatal disease being communicable. But here also, why not have gone at it more directly? The exposure was the original injury which certainly was not communicable, and it undisputedly arose out of the employment. It was connected with the death by an unbroken chain of events. That one of these expressed itself in the form of a communicable disease was accidental and in no true sense the primary or original cause of death. The exposure was clearly the real cause and it was peculiar to the occupation. The death might have resulted in any one of a large number of different ways, but the right

(Continued on page 15)

INDUSTRIAL NEWS AROUND THE STATE

WILLIAMS RESIGNS FROM REMINGTON

Jarvis Williams, Jr., vice-president and works manager of the Remington Arms Company, Inc. of Bridgeport, has resigned from that concern. Mr. Williams, who is a member of the Association's Committee on Industrial Relations, has been with the Remington Company since 1907, succeeding Mr. Hoagland as works manager in 1917.

saving device in operation. The molder stands in one place and pours the metal into each mold as it passes before him with the revolution of the table. In addition to the saving of motion this method of pouring results in a salvage of metal appreciably greater than is possible with stationary molds, as all the overflow is deposited in one place instead of being scattered over a large area.



TURNTABLE IN OPERATION AT COLONIAL BRASS WORKS

CHANGE OF OFFICERS AT WALLACE BARNES

Fuller F. Barnes, former director of the Association and a member of its Committee on Finance and Taxation, has succeeded to the presidency of the Wallace Barnes Company of Bristol. Harry C. Barnes has been elected treasurer and John S. Barnes, secretary. The other officials are: Dwight C. Buffum, assistant treasurer and comptroller; J. Ernest Andrew, general manager, and Raymond W. Cook, factory manager.

LABOR SAVING DEVICE AT COLONIAL BRASS WORKS

The Colonial Brass Works have installed a turntable at their plant at Plainville, which is believed to be the only one of its sort in New England and which has eliminated many of the difficulties experienced in foundry practice. The photograph on this page shows the labor

STANLEY WORKS BUY AMERICAN TUBE AND STAMPING CO.

Clarence F. Bennett president of the Stanley Works, New Britain has announced the purchase by the Stanley Works of the American Tube and Stamping Company of Bridgeport. The Bridgeport concern at present employs about 1600 operatives and occupies about 50 acres of land on the harbor front as well as two plants across the harbor for the manufacture of hot and cold rolled steel and steel stampings. Through the purchase, which is the second with a few months, the Stanley Works will control its own steel supply. The other purchase was of a plant in Velbert, Germany, referred to in the April issue of *Connecticut Industry*.

UNDERWOOD MAKES CHINESE TYPEWRITER

The Underwood Typewriter Company of

Hartford is experimenting with the construction of a typewriter having Chinese characters, for use by business interests operating in the orient. Some years ago a Chinese student in America devised a system of phonetic Chinese characters and these are being used in the absence of a Chinese alphabet. Further contraction will be required however to reduce the keyboard to a practical size for there are about 2000 characters in the phonetic system.

LAUNDRY OWNERS MEET

The annual convention of the Connecticut Laundry Owners Association was held at the Hotel Taft on May 14-15 and the following officers elected; William J. Latimer of Waterbury, president; Roy Powers of East Hartford, secretary and treasurer; James Coleman of Bridgeport and J. C. Lydiard of Hartford, vice-presidents.

A representative of the Manufacturers As-

sociation of Connecticut attended the meeting and spoke briefly on the compensation activities of the latter organization.

NEW RUBBER PLANT AT POQUETANUCK

A new mill is being erected for the Airproof Rubber Company upon the site of the old Lucas woolen mill at Poquetanuck. The main building, two stories high is 145' x 45' and a second building, also two stories high is 95' x 45'. Power will be purchased from the Eastern Connecticut Power Company and the output will consist of dental and plumbers' rubber supplies, with a possible extension of lines later.

MYSTIC MILL SOLD

The Braided Thread Corporation of Mystic was recently sold at auction to A. A. Green of Providence, Rhode Island. The plant was operated in former years by the Allen Spool and Thread Company and it is understood that

ASSOCIATION ITEMS

NEW MEMBERS

During the past month two new members have joined the Association. These are the E. W. Carpenter Manufacturing Company of Bridgeport, manufacturers of loose-leaf devices, ferrules, etc., and the Driscoll Wire Company of Shelton, manufacturers of steel wire.

MEETING OF EXECUTIVE COMMITTEE

A meeting of the Executive Committee was held at the Association offices on May 4, John H. Goss, vice-president, presiding. All members of the committee were present, namely, Robert C. Buell, Samuel M. Stone, Charles B. Whittelsey, Carl F. Dietz and Frank R. Apelt. The chief subject of discussion was in regard to further action to be taken by the Association in connection with the establishment of permanent rates on semi-bituminous coal, for the use of Connecticut and New England industries. Certain appropriations for this case were recommended and action will be taken on these recommendations by the full Board of Directors at an early meeting. The Association, as members know, took a leading part in securing the establishment of the temporary rates which have been in effect and it proposes now to take every step possible to make available for Connecticut industries an uninterrupted supply of high-grade semi-bituminous low-volatile coal from non-union fields.

Action was taken on a number of legislative matters of interest to industry which are now pending before Congress and these will be found referred to in the Legislative section.

PREPAREDNESS COMMITTEE MEETS IN SPRINGFIELD

The Association's Committee on Advice and Assistance to the Bridgeport Ordnance District, more commonly known as the Preparedness Committee, were the guests of Colonel Franklin, head of the Bridgeport Ordnance District, at a luncheon in Springfield on May 5. Members of a similar committee from the Associated Industries of Massachusetts were also present as were members of Colonel Franklin's staff. All were invited for the purpose of conferring on preparedness matters with General Ruggles, Assistant Chief of Ordnance of the War Department who came from Washington to meet the committee members as representatives of industry in this section.

PRESIDENT HUBBARD

President Hubbard's condition continues to improve and he is now able to move about the house and to receive a few callers. He will unfortunately be unable, because of this illness, to preside at the Sunday luncheon session of the Industrial Conference to be held at Camp Hazen, near Chester, Connecticut, June 26-27.

its new owner will continue to use it for the manufacture of thread.

CONNECTICUT ENGINE IN NAVY PLANE

A photograph of the new Wasp engine made for the Navy by the Pratt and Whitney Aircraft Corporation of Hartford, is shown on this page. Mention of the satisfactory completion of its tests and acceptance by the Navy Department, has been made in previous issues

poses for the children in that locality.

NEW CONCERN IN WETHERSFIELD

The Hartford Foundry Company will shortly open in the foundry formerly occupied by the National Machine Company of Wethersfield. The concern is a new one, organized by William H. Walther, formerly superintendent of the Bradley and Hubbard Manufacturing Company of Meriden, Edgar B. Spencer,



THE WASP ENGINE

Made in Connecticut by the Pratt and Whitney Aircraft Corporation, and Mounted in a Navy Fighting Plane.

of *Connecticut Industry*. The engine is reported to weigh less than 1.5 lbs. per H. P., less than any known air cooled engine here or abroad. In a statement recently issued, the Secretary of the Navy said, "It incorporates a number of novel design features which give it a surprising performance both at sea level and at altitude. It is the result of an intensive development and incorporates advanced engineering design with the precision workmanship for which the Pratt and Whitney Company is well known throughout the world."

FACTORY GIVES PLAYGROUND

The Russel Manufacturing Company of Middletown has given two acres of land in the South Farms section of the city to the Park Department to be used for playground pur-

also connected with the Meriden concern and Perry R. Spencer of Hartford.

CONNECTICUT RUGS IN WORLD'S LARGEST HOTEL

The Bigelow-Hartford Carpet Company of Thompsonville has been awarded the contract for 30,000 square yards of rugs for the lobbies and corridors and 34,000 yards of carpet for the guest rooms of the Stevens Hotel, the world's largest hostelry, now being built in Chicago.

For the first part of the contract alone, over 100,000 pounds of wool will be required to make the proper blend, representing the supply from 20,000 sheep from China, India, Syria, Scotland and South America.

INDUSTRIAL SERVICE

Landers, Frary & Clark Pension Plan

For ten years past, Landers, Frary & Clark of New Britain, manufacturers of the nationally advertised "UNIVERSAL" household line, has had in effect a system for the retirement of superannuated employees. By the terms of the plan, an employe on reaching a stated age after 25 years of service goes on the pension list with an annual grant determined by the two factors of length of service and average earnings.

The administration of the pension system is vested in a pension board, headed by the president of the corporation and elected annually by the board of directors. Although primary eligibility qualifications are outlined with some definiteness in the by-laws, they are characterized by a certain flexibility and the pension board, in the interests of equity, enjoys large discretionary powers.

The by-laws set the retirement age for men at 70 years and for women at 60 years, but with permission of the board an eligible employe may postpone retirement to a stated later date without prejudice. The regulations further stipulate that an employe with a 25-year service record who becomes incapacitated in the five-year period preceding the regular retirement age may request, or be recommended for, retirement. The board may then grant a pension, or transfer the employe to other work within his or her limited capabilities, or combine both methods of relief at its discretion. With these exceptions, retirement is practically automatic when the age and service requirements have been fulfilled.

The term of service for the purpose of computing the length of employment is reckoned from the commencement of service with the parent corporation or any of its subsequently acquired subsidiaries, but temporary absence due to illness or reduction of personnel does not destroy its continuity. If absence from either of these two causes, however, extends beyond six months it is deducted in computing the length of service. An employe who is separated from the payroll for any cause for more than two years, or who is re-hired after leaving without notification loses the service credit previously accumulated and must start anew.

The amount of the pension is computed by multiplying 1% of the average annual earnings in the ten years preceding retirement by the years of service, but an employe qualifying on the score of service and age or incapacity is

assured of a minimum grant of \$250, regardless of previous earnings. The maximum pension allowance is set at \$1000 annually. Generally the pension is payable monthly directly to the pensioner and ceases at his death; but the board, whenever and however it may deem it proper, has power to order its payment to another individual or an institution for the maintenance and care of the pensioner and to continue it after his death in favor of his dependents.

The retirement grant is not in any way contingent upon the necessitous condition of the pensioner. Sums received from other sources have no bearing on the candidate's eligibility and in fact the rules leave the pensioner free to accept other employment after retirement with the single proviso that such employment shall not be in competitive fields.

The eligible class is practically all-inclusive. All employes of the corporation engaged in any capacity are eligible to receive the pension when the age and service qualifications are met with, the only other requirement being membership in the Landers, Frary & Clark Mutual Aid Association. This latter is a sick-and-death-benefit organization managed by employe-elected officers. Dues are 25¢ a month and benefits are 75¢ a day for the first 12 weeks of illness and 35¢ a day thereafter up to the twenty-fourth week. The death benefit is \$100.

Like the great majority of retirement schemes adopted by American industries, the Landers, Frary & Clark pension plan is not contractual in character and confers no vested rights on the employe, either in the way of absolute assurance of continuous employment or in a legally enforceable claim against the company assets. It is a purely voluntary reward of long and faithful service.

PAY BY CHECK

To the list of those firms referred to in the May number of *Connecticut Industry* as paying employes by check, the following should be added:

Scovill Manufacturing Company, Waterbury
Novelty Manufacturing Company, Waterbury
Bristol Company, Waterbury
The J. B. Williams Company, Glastonbury
Williams Brothers Manufacturing Company, Glastonbury.

FEDERAL LEGISLATION

The Senate will hold night sessions hoping to clear matters for adjournment by June 15. Two bills of interest to industry which are given priority by the Senate Steering Committee are the Capper Truth-in-Fabric bill and the Gooding bill to reduce rates and extend time of payments on money loaned the railroads during the period of government control.

PUBLIC BUILDINGS BILL GOES TO PRESIDENT

Both Senate and House have now agreed to the Conference report on the \$165,000,000 public buildings bill, the first measure of its sort passed since 1913. \$15,000,000 of the total is to be used for projects authorized under the 1913 bill for which there were insufficient funds. The bill provides that each state shall receive at least two public buildings during the next six years.

TRANSPORTATION LEGISLATION

Hearings on the Parker railroad consolidation bill opened May 24. The measure provides for voluntary consolidation, subject to approval of Interstate Commerce Commission.

There will be no action this session on the bill to regulate motor vehicle common carriers (S. 1734) hearings on which opened March 22. Members were advised of the Association's action in regard to this bill and of the Association's representation at the hearings.

Action has also been indefinitely postponed on the bill providing for the elimination of Pullman surcharges.

The Senate has passed S. 951, which prohibits railroads from using wooden cars between those made of steel.

RAILWAY LABOR BILL BECOMES LAW

The Watson-Parker Railway Labor Bill has passed both House and Senate and was signed by President Coolidge on May 20. Through its enactment the Railway Labor Board is abolished but no other body substituted for it. The Manufacturers' Association of Connecticut, in common with the National Association and business and industrial organizations throughout the country, while favoring the principles embodied in the bill, opposed its passage without proper amendments to protect the public interests from interrupted transportation service. The measure, in the form in which it was

passed, was opposed also by representatives of eastern railroads who had no part in the preparation of the bill although it was supposed to have been drafted by representatives of the railroads and organized labor. The passage of such legislation is regarded as serious and Senators McLean and Bingham are to be commended for their action in opposing the bill unless it could be amended.

AMERICAN EMBASSIES

President Coolidge has signed the Porter bill making provision for American embassies abroad. This is a new departure and appropriates \$10,000,000 to be used over a five year period.

RESALE PRICES

Hearings have been concluded on the Capper-Kelly bill for the control by manufacturers of resale prices. There are a number of cases before the Supreme Court which are of interest in connection with Congressional action. These involve conflicting decisions by the Federal circuit courts of New York, San Francisco and Ohio on the question of when a manufacturer was within his rights in ceasing to sell to dealers who did not maintain price standards. The Association will send full reports of these cases to members who may desire them.

FREE TRADE ZONES

The Association has recorded itself as opposed to the passage, at this time, of S. 66, the foreign trade zone bill, on the ground that the knowledge which prevails in regard to the effect of such a proposal upon American industries is very superficial.

POSTAL RATES

The majority report of the Joint Committee on Revision of Postal Rates restores the private postal to the 1¢ class; establishes a rate not to exceed 2¢ on the new return postals for business firms; provides for a graduated parcel post special handling charge in place of the present flat 25¢ rate and establishes a penalty of 1¢ for each ounce of mail matter underpaid.

The minority report recommended restoration of the 1920 rate on newspapers and other publications with a 50¢ bundle charge rate; reduction of the rate on third-class matter from 1½¢ to 1¢ for each two ounces, and abolition of the special 2¢ charge on fourth-class mail.

OCCUPATIONAL DISEASE

(Continued from page 8)

to recover would have remained the same. The influenza and pneumonia were accidental and in themselves were not material bars as being communicable diseases to establish a connection between the original exposure and the final death.

A sound and workable test had been laid down in the Larke case: "Did there exist in the occupation a cause that was peculiar to it, that represented a degree of hazard clearly in excess of the ordinary hazard of life?" If so, the injury arose out of the employment. In the Kovaliski and De la Pena cases this rule could have been applied. There clearly existed in both cases a hazard peculiar to the occupation, distinctly in excess of the ordinary hazard of life, and what followed must inevitably have been traced back to the extra hazard in the occupation, and not to the secondary and somewhat accidental communicable disease which finally resulted in death.

If we admit, as we must, that these deaths followed in the one case from particles of stone and steel in the lungs, and the other from severe exposure; and if we admit that both of these injuries were peculiar to the occupation, what followed, then, was a natural consequence of such injury and death was not due to any vague cause intervening between the original injury and death, called "weakened resistance."

THE BURDEN OF PROOF

THE possibilities of mischief in the line of reasoning thus set up are increased by rulings in regard to the burden of proof as handed down in the case of Carl Dombrowski vs. Jennings & Griffin Company, which was decided by the Court in the October term of 1925.

"The primary question at issue" the opinion reads, "is as to whether the commissioner erred in taking such action as in effect placed the burden of proof upon the defendants, instead of requiring the claimant to establish his case."

The Court ruled: "It is fundamental that a claimant must prove prima facie at least that the injury which he claims as the basis for a recovery 'arose out of and in the course of his employment.' But a survey of the cases relating to the burden of proof in compensation cases discloses that matters which bar a recovery or diminish a recovery are ordinarily required to be proved by the employer."

"This (case) pre-supposes that the employee has proved that the injury arose in the

course of and out of the employment. If that fact is proved, the employee has prima facie proved his right to compensation. To bar or to diminish that prima facie right the employer must show some state of facts that by statute have such an effect. We hold therefore that the burden of proof rested upon the defendants to prove that a pre-existing disease existed in the plaintiff . . . which barred him from the recovery of full compensation."

From this decision it would seem clear that if an employee sets up a prima facie case of grinders' consumption or severe exposure, it rests on the employer affirmatively to prove that weakened resistance did not exist, or that a communicable disease did exist, or that wilful and serious misconduct, intoxication, or gross carelessness did exist, or that the case was an aggravation of a pre-existing disease.

When it comes to "weakened resistance" which is so indefinite in its nature as to baffle any physician, the employer is practically defenseless as regards the possibility of proving that "weakened resistance" did not result from the employment. If we admit the full force of this doctrine, which the Supreme Court has not limited in any practical respect, how are we going to bar the "weakened resistance" arising out of old age itself, and the effects of employment upon old age? Every individual legitimately spends himself for the rewards of life incident to his employment, but surely no act ever intended to set up a scheme of compensation against the ordinary and every-day hazard of life incident to the necessity of supporting ourselves in whatever calling we may be placed. If this is the real intent of the Compensation Act we are faced with a situation which indeed has serious possibilities for the working man, because it means that the employer is forced to bar from employment any man with any ascertainable physical defect whether due to a pre-existing injury or to a pre-existing disease or to the mere fact of old age itself.

NO APPORTIONMENT IN DEATH CLAIMS

THE case of Biedrzycki vs. Farrel Foundry and Machine Company, decided by the Supreme Court in October 1925, established the principle that death involving a pre-existing injury could in no case be made the basis for a proportional award. The principle of apportioning the compensation, which had previously been limited by the Supreme Court to cases involving aggravation of pre-existing occupa-

(Continued on page 18)

TRANSPORTATION

SESQUICENTENNIAL SHIPPING INSTRUCTIONS

The Transportation Department of the Sesquicentennial Exhibition Association has issued a pamphlet setting forth instructions for shipping and handling exhibits and material to be used at the sesquicentennial celebration at Philadelphia June 1st to December 1st, 1926. Interested members may receive a copy of this circular by applying to W. B. Price, D. F. R., Pennsylvania Railroad, New Haven, Connecticut.

SAND RATES

Members shipping sand from Onset, Ware-Wareham, South Wareham and Provincetown, Massachusetts, and Bellfonte, Auburn, Providence, South Providence, East Providence, Harbor Junction Wharf and Fox's Point, Rhode Island, are interested in the recent decision of the Interstate Commerce Commission which reduces the rate from 13½¢ to 11¢ on the average. It is entirely possible that an entire rearrangement of sand rates may result from this decision. Affected members should communicate with the Association's headquarters.

OFF-LINE TRANSFER SERVICE

For approximately five months the Traffic Committee of the Association has been negotiating with the New York, New Haven & Hartford Railroad Company for the purpose of reducing the present service enjoyed from Connecticut interior points to off-line transfer points. Some time prior to June 13 members will be informed concerning the detailed schedule.

COAL RATES

Under I. C. C. Docket 15006 the Interstate Commerce Commission has issued a decision that all the temporary rates on coal from the semi-bituminous fields would not be extended beyond April 30. Prior to that time the Coal Committee of the Association presented a petition to the Interstate Commerce Commission asking that the rates be made permanent. Immediately a large number of intervening petitions were filed which have resulted in opening up the entire coal rate structure. If the Interstate Commerce Commission finally permits the opening up on such a large scale of the rates in question it will be the most important rate case which has ever arisen affecting Connecticut industry. The Coal and the Traffic Committees have prepared exhibits and are at present maintaining representatives in Washington on the case.

It is rumored that the opposing interests are collecting a very large fund based upon 2¢ per ton of coal mined, to fight the proposals which are being made by New England. It is entirely probable therefore, that it will be necessary to raise between \$20,000 and \$30,000 from New England consumers of coal.

EASTERN CLASS RATE INVESTIGATION CASE

During a recent hearing before the Interstate Commerce Commission in the Eastern Class Rate Investigation case Governor Harding of the Federal Reserve Board stated in effect that New England industries would not be hampered in any way by a general 10% increase in freight rates. On May 17 Mr. E. O. Goss, president of the Scovill Manufacturing Company, appeared in behalf of the Association, outlining the needs of Connecticut industry in regard to service and pointing out the necessity for the establishment of rates to enable Connecticut industry to compete with other sections of the country.

PIG IRON RATES

With the establishment of a blast furnace at Troy, New York, and another at Everett, Massachusetts, Connecticut users of pig iron should be in a much better position than they have been heretofore.

The Association is in contact with representatives of the furnaces and the joint group is giving its attention to the possibility and desirability of establishing reasonable rates to Connecticut points.

POMERENE BILL OF LADING ACT

Those members who have not replied to Traffic Bulletin No. 256 should do so as soon as possible. At the present time the Pomerene Bill of Lading is pigeonholed in the Senate Committee of Congress and unless sufficient interest is shown it will remain there.

GOODING BILL

Immediately upon the defeat of the original Gooding Bill and during this session of Congress, Mr. Gooding introduced Senate bills 3720 and 3721. While there is little likelihood of the passage of these bills which would nullify the advantages of the Panama Canal as far as Connecticut shippers are concerned, a continuance of the fight during coming sessions may be expected. Representatives of intermountain territory have been striving for 40 years to pass such legislation and when it is passed, if ever, Connecticut shippers will be seriously affected.

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JULY 1 has been set as the date of the inauguration of New England's first Air Mail Service. On that day the planes of the Colonial Air Transport, Inc., will commence their nightly trips, west from Boston and east from New York, connecting New England with the Transcontinental Route now in operation. Stops will be made at Hartford on each run.

LETTERS can be mailed in Boston and Hartford at the close of the business day (at other points in time for rail connection) to be delivered in the first mail at Chicago, Cleveland and other western points the following morning. A business day, and more for western points, will thus be saved.

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OCCUPATIONAL DISEASE

(Continued from page 15)

tional disease is entirely barred in the case of death. The Court held that "death is a fixed fact which cannot be apportioned." The argument here was based upon the wording of the statute which appeared to limit apportionment to incapacity only, because the statute does not repeat the phrase, "or death resulting therefrom," which is found in other portions of the act.

SUMMARY OF THE LAW

THE rulings which have been cited in this article may be summarized as follows:

A compensable personal injury within our act is an abnormal condition of a living body which arises out of and in the course of the employment and produces an incapacity to work for the requisite statutory period. It need not be traced to a definite happening or event. It may be caused by accident, or disease, and includes diseases peculiar to an occupation except those of a "contagious, communicable or mental nature." The happening or event includes the entire transaction to which the injury is traced, not only the operative causes but their effect on the body of the injured person.

The existence of a pre-existing injury is a bar to full compensation only in the case of incapacity arising out of pre-existing occupational disease, never in a death claim.

Weakened resistance may in itself be an operative cause.

The statutory period for the filing of claim dates from the appearance of the disability and not from the date of injury.

If the claimant has established a prima facie case, which he may do by proving an injury within the definition in the De la Pena case, the defendant, to bar or diminish a recovery, must prove affirmatively:

- 1. Wilful and serious misconduct, or intoxication, or*
- 2. The existence of a pre-existing occupational disease, or*
- 3. That failure to give prompt notice of injury prejudiced the case of the employer, or*
- 4. If the injury arose out of and was received during the course of employment, and was due to a disease peculiar to the occupation, that it was of a communicable, contagious, or mental nature.*

THE EFFECT UPON EMPLOYER AND EMPLOYEE

THE result of these decisions in the way of costs cannot be fully appreciated for several years, but compensation rates have probably already increased, on an average, to two and a half times the rates charged at the time the act went into effect. No report of the total cost of compensation for the state is yet available for the year 1925. For the two year period covered by the 1918 report of the commission, the amounts paid out were \$1,726,334.60 in cash awards, plus \$1,374,384.45 in statutory medical aid, making a total of \$3,100,719.05. During the period of the 1924 report, with probably a fewer number of employees engaged, the cost of the cash compensation was \$2,927,486.60, and the cost of the medical expenses was \$2,156,547.51, making a total of \$5,084,034.11.

Assuming even that the same number were employed, the expense of the act has increased 66 2/3 % in four years, with the end by no means in sight in view of the possible future effect of Supreme Court rulings during the last year.

If this were a burden to be automatically passed on to the buying public through the price of manufactured goods and if the burden were equal in all states, it might not be an impossible obstacle to the success of the compensation principle. The burden, however, is not equally distributed by the different states, particularly by the different manufacturing states. Figures are now being obtained, but it is probable that the cost of the Connecticut act is at least double that of the other leading industrial states.

The real difficulty does not, however, lie in the immediate imposition of a greatly increased financial burden but in the fact that to protect themselves from this burden, employers all over the state will reasonably exclude those employees who show any ascertainable physical defect, either from a pre-existing injury or a pre-existing disease or from old age, which makes them more liable in the future to injury or to disease arising out of employment, which may result from a weakened resistance to disease.

CATALOGUE OF TEXTILE PUBLICATIONS

A catalogue of government publications dealing with textiles and textile fibers has been published recently by the Department of Commerce. This is the first time that a list has been prepared covering the publications of all government departments dealing with this and allied subjects. A copy will be sent on request.

Victor Steam Coal is produced on the lines of the New York Central, Cambria and Indiana and Pennsylvania Railroads. Tidewater deliveries at Canton Piers, Baltimore, Md., Port Richmond and Greenwich Piers, Philadelphia, Pa., Port Reading, South Amboy, Elizabethport, Port Liberty and Pier 18, Jersey City, New York Harbor.

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FEDERAL TAXATION SERVICE BUREAU

NEW EXCISE TAX REGULATIONS

New regulations, No. 47 (revision of 1926) have been issued for the excise tax on sales by the manufacturer of automobiles and accessories, pistols, revolvers and cereal beverages. Manufacturers and other persons liable for the excise taxes are required to make monthly returns under oath and in duplicate and to make payment to the collector in his district.

Full copy of the regulations will be sent to any member desiring one.

INSURANCE PREMIUMS NOT DEDUCTIBLE

A. W. Gregg, general counsel for the Internal Revenue Bureau has recently ruled that premiums on life insurance of officers of a company may not be deducted as ordinary business expense. Although in the case under question, wives of the officials were the beneficiaries, the

opinion is considered to apply more broadly for it says, "it does not appear that the payment of the premiums on the insurance policies on the lives of the officers would increase the efficiency of such officers any more than that reasonably expected of them."

STATE INCOME TAX MAY BE DEDUCTED

Based upon the Supreme Court finding in the Yale and Towne case, the Treasury has ruled that state income taxes are deductible before calculation of net income for Federal tax purposes, when the taxpayer conducts his accounts on an accrual basis. There have been a good many disputed cases under the provisions of the law concerning this, which it is believed will be definitely settled by the decision of the Treasury Department and the outcome will be watched with interest.

SALES EXCHANGE

In this department members may list without charge any new or used equipment or supplies. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

FOR SALE

Spot Welder.

Make: Federal Machine & Welder Company
Style: #112
Depth of throat: 12"
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Detroit 5 sp. tapper and drill	" "
20 Bliss 6" stroke new	" "
20 " " " "	" "
20 " 4 1/2" " "	" "
Wohl C. press 3" stroke 800 lb. fly wheel	" "

Address S. E. 150.

1—G. E. Multipolar generator, type MP #21179, class 6-60-280, form F volts, no load 118, full load 123, amps. 488, speed 280, rated capacity 60 K. W. At present directly connected to an Atlas slide valve engine 12 x 14; will sell entire outfit for \$150.

1—G. E. generator, 125 volts D. C., type MP #2965, class 4, form A, amps. 280, R. P. M. 975, volts, no load 117, full load 125, with ways, rated capacity 35 K. W. Will sell for \$110.

1—Sprague electric D. C. generator type 4 poles, K. W. 17.25, R. P. M. 715, amps. 150, volts 115, #1014 L, with ways and motor pulley. Will sell for \$70.

Large list of small 110 volt D. C. motors, that is, mostly 1/4, 1/2, to 1 H. P., and 550 volt D. C. motors, largely 5 H. P. and up. List will be sent on request.

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6. Factory building in industrial community. Three story mill construction, containing about 45,000 square feet of floor space. Equipped with sprinkler system. 22,000 feet available within 30 days, balance within 90 days.

EMPLOYMENT SERVICE

This department is open to all members without charge. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

EXECUTIVE—Age 34. Married. College graduate in mechanical engineering. Experience covers general machine shop practice on all types of machines and every mechanical process in the manufacture of small tools. Also management, time studies, cost data, inventory controls, and production. More recently conducted sales campaign and had charge of credits and collections of same company. Address P. W. 215.

COST, PAYROLL OR AUDITING—Age 26. Married. Two years at university, six years' experience in payroll and cost departments of manufacturing concern, wishes to connect with Connecticut factory. Address P. W. 216.

INDUSTRIAL MANAGER—Yale graduate, experienced in cost accounting, purchasing, shipping, production, employment and labor relations in manufacturing. Has also assisted in developing college training course for sales executives. Address P. W. 217.

MECHANICAL ENGINEER—Yale graduate. Experience includes: installation of machinery, two years night master mechanic, two years general engineering, distribution of power. Specialized in boiler room and plant maintenance. Desires connection in the power plant of factory or in plant engineer's department. Address P. W. 218.

SECRETARY—Young woman who has held position of responsibility with Connecticut manufacturing concern is seeking connection elsewhere because of secession of that business. Trained as stenographer. Address P. W. 219.

EXECUTIVE—Assistant manager, utility man or office manager. American, age 50, married and has family. Experience of practically twenty-five years with same interests. Unemployment caused by circumstances beyond his control. Address P. W. 200.

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BACKED BY A REPUTATION BUILT
ON THIRTY YEARS OF GOOD WORK

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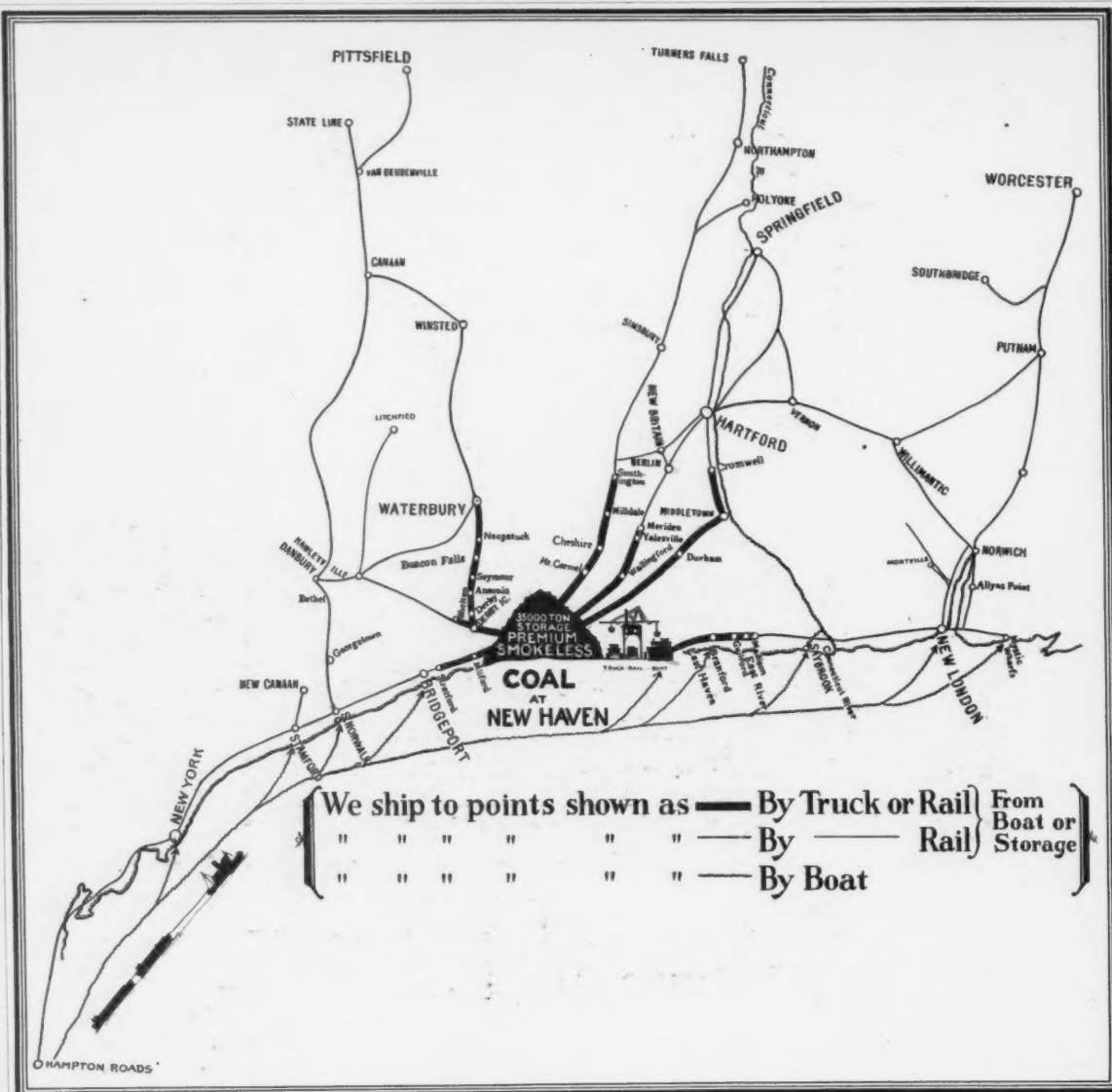
THE EASTERN MACHINERY CO.

FACTORY AND MAIN OFFICE
250 ASHMUN ST., NEW HAVEN, CONN.

F. B. FARNSWORTH, *President and Treasurer*
PAUL B. FARNSWORTH, *Secretary*

BRIDGEPORT
49 Cannon St

HARTFORD
183 Ann St.



Analysis	
Moisture	1.02
Volatile	17.53
Carbon	77.41
Ash	4.04
Sulphur	.55
B. T. U. (As R)	15,078
B. T. U. (Dry.)	15,233
Ash Fusion	3,000° Plus

PREMIUM SMOKELESS WINDING GULF

will give YOU *highest efficiency*
at *lowest cost*

—A Trial Will Convince You—

Nature's
Purest
Deposit

A Product
of the
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